Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

National Park Service: NPS

For 4th Quarter 2010 for period ending September 30, 2010

Mixed Cases are Included in this report.

		Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2010Thru09-30							
	2005	2006	2007	2008	2009	201011111U09-30							
Number of Complaints Filed	94	116	77	67	86	89							
Number of Complainants	82	103	76	67	84	89							
Repeat Filers	7	8	1	0	2	0							

Complaints by Pagis	Comparative Data											
Complaints by Basis	Pro	evious]	Fiscal '	Year D	ata							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2005	2006	2007	2008	2009	2010Thru09- 30						
Race	28	48	27	24	38	32						
Color	15	17	17	10	7	8						
Religion	2	3	2	2	6	3						
Reprisal	48	67	46	36	44	39						
Sex	35	36	24	25	28	33						
National Origin	25	12	10	4	10	13						
Equal Pay Act	1	6	2	3	1	1						

Age	28	34	23	18	24	30
Disability	19	25	14	23	24	21
Non-EEO	0	0	1	3	2	
NOII-EEU	U	0				1
Complaints by Issue				parativ		l.
	Pro	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2005	2006	2007	2008	2009	2010Thru09- 30
Appointment/Hire	18	15	10	12	10	18
Assignment of Duties	25	15	17	12	14	20
Awards	2	7	3	2	8	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	4	2	2	2	5	2
Suspension	5	6	3	3	6	7
Removal	1	1	0	0	2	2
Other	4	1	4	7	9	5
Duty Hours	6	7	6	5	3	2
Evaluation Appraisal	8	11	9	11	17	13
Examination/Test	0	0	0	0	2	0
Harassment						
Non-Sexual	30	40	35	24	37	29
Sexual	4	3	3	6	1	3
Medical Examination	0	1	0	0	1	0
Pay (Including Overtime)	2	2	1	1	4	4

Promotion/Non-Selection	l	16	18	1	1	6	20	11					
Reassignment							-	-					
Denied		1	1	(0	1	2	2					
Directed		5	8		1	4	4	3					
Reasonable Accommodat	ion	5	11 6		6	8	11	6					
Reinstatement		0	0	(0	0	0	0					
Retirement		1	1	(0	1	1	0					
Termination		4	10	,	7	3	14	9					
Terms/Conditions of Employment		19	13	2	23	10	19	16					
Time and Attendance		7	6	1	1	9	10	7					
Training		4	2		3	7	9	7					
Other		12	19	19 7		11	10	13					
		Comparative Data											
Processing Time		Previous	s Fisca	l Y	ear	Data		2010Thru09-					
	2005	2006	200	7	20	08	2009	30					
Complaints pending during	ng fiscal y	/ear											
Average number of days in investigation	229.55	235.03	246.0	05	303	3.25	143.61	145.67					
Average number of days in final action	456.11	152.98	164.	38	198	3.75	259.10	136.10					
Complaint pending during	g fiscal ye	ear wher	e heari	ng	was	requ	ested						
Average number of days in investigation	133.75	128.16	160.	78	125	5.95	53.94	19.95					
Average number of days in final action	35.25	35.87	41.1	0	28	.05	20.85	9.00					
Complaint pending during	g fiscal y	ear where	e heari	ng	was	not r	equested						

Average number of days in investigation	342.	26	327.	16	329.51		406.27		212.30		226.77			
Average number of days in final action	526.	25	311.	41	241	.44	29	0.34	350.73		225.82			
						C	omj	parati	ive l	Data				
Complaints Dismissed Agency	by		P	revi	ous]	Fisca	ıl Y	ear D	ata		2010Thru09-			
			2005	20	006	200	7	2008	20	09	30			
Total Complaints Dismisse Agency	ed by	1 by 10 21 11 18								3		8		
Average days pending priodismissal	r to		163	4	175	402	2	205	2	10	2	253		
Com	plair	ıts \	With	drav	vn b	y Co	mp	laina	nts					
Total Complaints Withdra Complainants	wn b	7n by 1 3 7 6 7 6												
					(Com	par	ative	Dat	a				
Total Final Agency			Prev	ious	s Fis	cal Y	/ea	r Data	a		2010Thru09-			
Actions Finding Discrimination	20	005	20	006	20	007	2	008	20	009		30		
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		1		0		1		0		2			
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	50		
With Hearing	0	0	1	100	0	0	1	100	0	0	1	50		
Findings of						Com	par	ative	Dat	a				
Discrimination Rendered by Basis			Pre	viou	s Fis	scal Y	Yea	r Dat	a		2010	Thru09-		
Note: Complaints can be	2	005	2	006	2	007	2	2008	20	009	2010	30		
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		1		0		1		0		2			

	_			1		1		1			1	
Race	0	0	0	0	0	0	0	0	0	0	1	50
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	100	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	50
National Origin	0	0	1	100	0	0	0	0	0	0	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	1	50
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		1		0		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	1	100	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	100
National Origin	0	0	1	100	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	1	100
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
			<u> </u>									
Findings Without Hearing	0		0		0		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
			-									

Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(Com	par	ative]	Dat	a		
Findings of]	Pre	vious	Fis	cal Y	zea1	r Data	ı		2010	Thru09-
Discrimination Rendered by Issue	2005 2006				20	007	2	008	20	009		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		1		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	100	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
Sexual	0	0	0	0	0	0	0	0	0	0	1	50	
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	0	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	0	0	0	0	1	50	
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	
Training	0	0	0	0	0	0	0	0	0	0	0	0	
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0	
Findings After Hearing	0		1		0		1		0		1		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Action	Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	

Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	100	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	1	100
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0		0		0		0		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment								-				
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	
Training	0	0	0	0	0	0	0	0	0	0	0	0	
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0	
		-				C	om	parati	ve :	Data	1		
Pending Complaints File Previous Fiscal Years by S			P	revi	ous	Fisc	al Y	Year D	ata	ì	2010	Thru09-	
Trevious risear rears by	ar Years by Status		2005	5 2	006	200	07	2008	20	009		30	
Total complaints from prev Fiscal Years	ious	S	117	1	148	18	35	183	1	48		128	
Total Complainants			95	1	119	149		149	1	33		121	
Number complaints pendi	ing						· ·						
Investigation			0		11	28	8	2		1		1	
ROI issued, pending Complainant's action			0		0	3		0		0		1	
Hearing			39		51	50	0	61		57		69	
Final Agency Action			7		9	28	8	28		1	4		
Appeal with EEOC Off Federal Operations	ïce	of	0		0	0)	0		0		0	
		Comparative Data											
Complaint Investigation	ns	Previous Fiscal Year Data 2010Thru09-											
			2005	5 2	006	200	07	2008	2	009		30	
Pending Complaints Where Investigations Exceed Requ Time Frames		d	17		20	50	0	7		9		12	